



Vacancy

Compensation & Benefits Specialist



Yanmar is a highly innovative engine and heavy machinery manufacturer that focuses on sustainable power generation and food production. The Japanese, family-owned company is looking for a Compensation and Benefits specialist to manage their European compensation and benefits programs to attract and retain top talents.



Requirements

- 5 years' experience
- With compensation & benefits related policies
- In an international environment
- Experience with blue-collar and/or technical product industries
- Analytical and detail-oriented
- Strong communicator and stakeholder manager

 Almere

 Minimum of 5 years' experience



About the company

Yanmar

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A true pioneer in the industry for more than a century, Yanmar is a Japanese company known for its exceptional quality, advanced technology, and innovation. Their wide range of engines and heavy machinery offer power generation and sustainable food production solutions, which are essential to human life on land, in cities and at sea.

Headquartered in Osaka, Japan, the Yanmar Group consists of over 115 companies worldwide and more than 20,000 dedicated employees. Yanmar is very sustainability focused and committed to fostering an energy-saving society. They are committed to fundamentally transforming their business into an environmentally friendly, greenhouse gas-free company by 2050 through its Green Challenge.

As this global company continues to grow and innovate their products and offerings, close alignment of Yanmar's human resources strategies is pivotal to its growth goals. This includes continuously adapting its HR organization and people-related processes to ensure that its workforce remains empowered to drive the company's success. ►





Vacancy

Compensation & Benefits

The Compensation and Benefits (C&B) Specialist will play a significant role within Yanmar's European HR organization, enabling the company to attract and retain top talent, and supporting professional growth in EMEA.

Reporting to the HR Director Europe, the C&B Specialist will collaborate closely with C&B at the HQ in Japan. Acting as both a gatekeeper and cultural translator, they will develop strong relationships with HR teams across EMEA to integrate local insights into rewards policies, and align HR strategies with performance management frameworks and compensation structures.

Specifically, the C&B Specialist will design and manage equitable salary structures and incentive programs. Leading the annual salary process in Europe for top management, this requires close alignment of data with the Mercer job framework. They will also oversee job grading and evaluation in partnership with their counterparts in Japan. Finally, the C&B specialist will manage and provide advice about international mobility, ensuring compliance with local social security and tax regulations. ▶



This is an ideal opportunity for an experienced compensations and benefits specialist who is passionate about driving business growth through people. Yanmar offers a diverse and supportive workplace and values its employees' well-being and development. The role is based at the company's European regional office in Almere. ■



Interested?

Yanmar is working with Top of Minds to fill this vacancy.
To express your interest, please contact Charlotte Braat at charlotte.braat@topofminds.com.

“At Yanmar we believe that our people determine our organization’s future. The C&B Specialist will play a significant role to ensure that our policies and practices reward performance and achievement, and make all employees feel valued, which enables our people to thrive and our business to grow.”

**– Tjitske Lambeck,
Manager of HR Netherlands for Yanmar**